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Rockefeller Praises Federal Women

At a recent White House meeting, 70 Federal officials—including Assistant Secretaries for Administration, Federal Women's Program Coordinators, and Directors of EEO Programs — heard Vice President Nelson Rockefeller praise the contributions of women in the Federal service. Speaking at the conclusion of a two-hour meeting on women in government, the Vice President stressed the need for full utilization of women's talents and abilities.

The meeting was part of the "Tuesday at the White House" series instituted by President Ford to encourage discussion of current issues of concern in the human resources area.

The meeting began with introductory remarks by Helene Markoff, Director of the Federal Women's Program; Pat Lindh, Special Assistant to the President for Women's Affairs; and William Baroody, Assistant to the President for Public Liaison. Jayne Spain, Vice Chairman of the U.S. Civil Service Commission, and Irving Kator, USCSC Assistant Executive Director, then addressed the group. Following their speeches, Spain, Kator, Markoff, Lindh and Baroody conducted a one-hour question and answer session with the audience.

In her address Vice Chairman Spain emphasized the need for men's commitment to women's progress. Since all branches of government are largely male-dominated institutions, she said, more men must become aware "of what the system is doing to talented women with regard to advancement opportunities" before women can improve their rate of progress. Finally, Spain attributed reluctance to accept female co-workers in managerial roles as due to men's fear and uncertainty, and concluded with a plea for doing away with such attitudes.

In his address, Irving Kator detailed recent U.S. Civil Service Commission initiatives to insure equal employment opportunity for women: preparation of a Career Counseling Handbook for women, a film on attitudes that stereotype women into certain jobs, and development of a legislative proposal to provide flexible work schedules. Kator concluded on an optimistic note for the future, saying that our sons and daughters will benefit tomorrow from efforts to equalize employment opportunity today.

Vice President Nelson Rockefeller praised women in Federal service at White House meeting.

EEO
Spotlight

Published bimonthly
by the United States Civil Service Commission
in the interest of equal employment opportunity

Volume 7 Number 4 May-June 1975

DEPOSITED
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NOAA Trains For Advancement

The National Oceanic and Atmospheric Administration (NOAA) has developed and implemented four new Scientific Upward Mobility Training Programs (SUMTP) on a nationwide basis in the past year. Of an initial pool of 485 applicants for the program, 95 were selected and are now completing training; the majority were NOAA employees. An additional 75 to 95 trainees will be chosen this year.

The purpose of SUMTP is to achieve better utilization of available manpower in NOAA, discover and train men and women with a high degree of potential for contributing to NOAA's missions, and improve upward mobility and equal employment throughout the agency.

SUMTP began in late 1973 with an extensive publicity campaign within NOAA. A brochure and newsletter article explaining the programs were distributed to NOAA installations nationwide; 22 presentations on SUMTP were made to managers and employees in four states and Washington, D.C.; and five counselors and a coordinator were assigned to implement the program. In January 1974, after a training agreement to qualify candidates was negotiated with the U.S. Civil Service Commission, SUMTP was on its way.

Throughout NOAA, meetings were held by 20 Manpower Utilization Councils before selecting the first group of applicants. The 95 selected included women and Blacks, Alaskan Natives, and Spanish speaking and Oriental Americans. Also in the first group were several veterans and one handicapped employee. Selected on the basis of merit promotion principles, all 95 trainees entered the programs between April and July 1974.

Through SUMTP, NOAA employees and outside candidates can compete for entry level positions and career advancement op-

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NOAA Trains—

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portunities in such fields as cartography, engineering, hydrology, meteorology, oceanography, and physics. Training positions are located in NOAA installations throughout the country.

The four programs are Scientific Technician, 20/20 Work Study, Science Intern, and Graduate Scientist.

Scientific Technician Program

This is an on-the-job training program for candidates at the GS-1 through GS-5 level, or equivalent, without specialized skills and experience in science or technology. Trainees learn skills both on the job and in specialized courses in preparation for filling target technician positions at grade GS-5.

20/20 Work Study Program

Under this program, trainees work 20 hours a week in a scientific or technical position, and study 20 hours a week in college or university courses oriented to one of NOAA's scientific professions. Trainees receive full salary while in training status in addition to expense-paid study. Candidates must be at the GS-2 level or above and have a minimum of one year of technical experience or one year of post-high school education.

Science Intern Program

This is a full time study program designed to develop professional scientists. Upon selection, interns begin work in their target positions; simultaneously, they continue their studies in a technical institute or college. Applicants must be at the GS-4 level or above with post-high school education that includes at least 24 semester hours of scientific or technical courses.

Graduate Scientist Program

This is a one-year program of full time study for persons who have an undergraduate or graduate degree but lack training in a specific NOAA discipline.

The length of training for each of the four SUMTP programs is one year. Candidates are trained for specific positions, so their placement upon successful completion of the program is guaranteed. The program operates on a continuing basis, with the second group of candidates scheduled to begin training between August and October 1975.

There are 14,000 NOAA employees across the country. Through the Scientific Upward Mobility Training Programs, those with a high degree of potential for scientific work now have the opportunity to enter new career fields where they can contribute directly to NOAA's scientific and technological missions.

(For more information on SUMTP, contact Constance Zarbo, Personnel Management Specialist, NOAA, U.S.. Department of Commerce, 6001 Executive Blvd., Rockville, Md. 20852.)

Alpern Promotion A First For IRS

Anita F. Alpern has become the first woman career employee of the U.S. Department of the Treasury to achieve the GS-18 grade level. This is the top grade in the classified civil service.

Donald C. Alexander, Commissioner of the Internal Revenue Service, presents Anita F. Alpern with certificate of appointment to the position of Assistant Commissioner for Planning and Research.

Alpern will serve as Assistant Commissioner for Planning and Research in the Internal Revenue Service. She will be responsible for coordinating national IRS plans, policies, organization, and procedures, and will direct all legislative, research, and operations analysis and tax systems redesign.

An employee of the Federal Government since 1942 and of IRS since 1960, Alpern became the first woman to achieve "supergrade" status at IRS when she was promoted to the position of Director of the Program Review and Analytical Service Staff in 1972.

Navy Tutors Help Students

The Naval Material Command (NMC) has initiated a tutoring program to assist potential school dropouts in the Washington, D.C. metropolitan area. More than 350 NMC civilian and military employees have volunteered to participate in the program.

Volunteers are granted up to two hours administrative leave per week to help students in English, mathematics, basic science, and study skills. They tutor the youngsters on a one to one basis during regular school hours. School district representatives work with NMC to insure that available talent is matched with the needs of the participating school systems.

The idea for the program came from a similar highly successful program in San Diego, Calif., coordinated by NMC's San Diego-based Naval Electronics Laboratory Center.

For more information, contact Nathaniel Stinson, Deputy Equal Employment Opportunity Officer, Naval Material Command Headquarters, Washington, D.C. 20360.

ADEA Program Briefs

Other jurisdictions: Age discrimination matters related to military service are within Department of Defense authority. ADEA matters related to non-Federal employment are within the authority of the Department of Labor (local referrals can be made to the nearest DOL Wage-Hour office).

Older worker myth: Studies indicate the belief that older workers are slower is a myth. According to the Department of Labor, studies by DOL and private sources indicate that (1) in production jobs, the output of older persons up to age 65 compared favorably with that of younger workers, and (2) in office jobs, there were minimal differences in output by age group among 6,000 workers checked.

Upward Through SUMTP: Four Examples

The four persons described below will complete NOAA's Scientific Upward Mobility Training Programs in July and enter careers with a future.

Ronald Payne was a laborer-driver for NOAA in Maryland who applied to SUMTP "to try to get up in the world." He is now assigned to the Northwest Fisheries Center in Seattle, Washington where he works as a Biological Technician. His job includes gear preparation, net repairs, and cruises of up to 50 days duration. Ronald feels that SUMTP has worked for him and hopes to meet all of his long-range career goals now that he has the opportunity.

Patricia Arasmith joined NOAA in 1965 as a plankton sorter with the National Marine Fisheries Service (NMFS) in LaJolla, California. Because her job was dead-ended at the GS-4 level and the project she was working on was about to close leaving her jobless, she applied to SUMTP as a means of further education and employment. Since entering the program, Pat has been temporarily assigned to the NMFS Northwest Fisheries Center in Seattle, Washington, getting on-the-job training and taking college courses in preparation for her target assignment as a Biological Technician in Auke Bay, Alaska. She expects to go to Alaska in July.

Lucille Manko was a Secretary in NOAA's Finance Division before

Lucille Manko

EEO
Spotlight
Editor: Ed Shell

The Chairman of the U.S. Civil Service Commission has determined that the publication of this periodical is necessary in the transaction of public business required by law of this agency. Use of funds for printing of this periodical has been approved by the Director, Office of Management and Budget through June 30, 1977.

Michael Hodges

being selected for the Scientific Upward Mobility Training Program and targeted to enter a Cartographic Technician job. According to Lucille, "When the Scientific Upward Mobility Training Program opened up I leaped at the opportunity to enroll. The results of this opportunity have been many. The formal education has given me a sense of self-confidence in my ability to learn; it has opened new vistas and permitted me to set goals for myself that I feel I can attain. Most of all I feel that my particular talents will be of value, not only to myself but to others as well."

Michael Hodges was a NOAA mail clerk in a job that offered him little if any challenge. "I had just about made up my mind to resign when the Upward Mobility Training Program came about and it was just what I had been looking for." After attending a 90-day training course for Meteorological Technicians in NOAA's National Weather Service Training Center, Kansas City, Missouri, Michael was assigned to the Environmental Data Service's Center for Experimental Design and Data Analysis (CEDDA). He is working as a Physical Science Technician in the areas of meterology and oceanography.

Michael Hodges' supervisor, Calvin Anderson, is enthusiastic about SUMTP. Anderson, who is chief of CEDDA's Processing Branch, detailed the programs' many benefits in a recent memo and his comments are an encouraging summary of SUMTP's achievements:

> "We have gained a highly qualified employee who is interested in our work;
>
> "The experience for training a new employee was minimized because of SUMTP's commitments; and
>
> "The paperwork involved in having a SUMTP candidate is less than the normal hiring procedures."

Patricia Arasmith

Ronald Payne

SSP Coordinators at National Seminar

On May 22, Spanish Speaking Program Coordinators representing headquarters and field offices of almost 300 Federal installations and agencies attended a national seminar on ways to meet the Program's objectives.

Because the one-day seminar was held in Kansas City, Mo., immediately prior to the annual IMAGE convention, it attracted participants whose limited travel budgets might otherwise have prohibited them from attending conventions in different cities. Subsequent seminars are also being planned to coincide with conventions of other appropriate national organizations. These include the League of United Latin American Citizens (LULAC) convention in Milwaukee, Wisc., June 26–29, the G.I. Forum convention in Cheyenne, Wyo., August 7–9, and the National Conference on Puerto Rican Women in Washington, D.C., October 11–13. In each case the seminar for SSP Coordinators will take place the day before the convention officially begins.

Seminar workshops cover the following topics: evaluating the effectiveness of the Spanish Speaking Program, developing results-oriented affirmative action plans, incorporating the Spanish Speaking Program into training, and increasing EEO emphasis on Spanish speaking women.

New Officials for SSP, FWP

Joy Simonson

Santiago Rodriguez

Deputy Directors for two special emphasis program areas have recently been added to the U.S. Civil Service Commission's equal employment opportunity staff.

Santiago Rodriguez is the new Deputy Director of the Spanish Speaking Program. Rodriguez comes to his new position from the National Park Service where he was the Spanish Speaking Program Coordinator. Prior to that, he worked with the Equal Employment Opportunity Commission for four years, as Investigator, Management Intern, and Special Assistant to the Chairman. During 1972, Rodriguez was Director of EEOC's Chicago District Office. One of the original founders of the national IMAGE organization, Rodriguez is a nationally recognized leader in the Spanish speaking community.

Joy Simonson comes to her new position as Assistant Director of the Federal Women's Program from the Government of the District of Columbia, where she was Chief Hearing Examiner of the D.C. Rent Control Commission. She has an extensive background in women's affairs, and currently serves as President of the National Association of Commissions for Women, trustee of the Status of Women Research and Education Fund, Secretary of the D.C. Commission on the Status of Women, and as a member of the Advisory Committee on Women to the Secretary of Labor. Immediately prior to assuming her current duties, Simonson served as a Senior Program Officer with the Secretariat for the International Women's Year National Commission.

New Editor

Beginning with the next issue, *EEO Spotlight* will have a new editor: Robert E. "Ed" Shell. Rene Vawter, *Spotlight* editor for the past year and half, recently left the U.S. Civil Service Commission to accept a position with another Federal agency. This issue of *Spotlight* was edited by Susan Tejada.

EEO Institute Courses

July

8–10	EEO Counseling
11	EEO and the Federal Employee
15–17	Manager's Role in EEO
22–25	Upward Mobility Programs: Planning and Implementation
29–31	Spanish Speaking Program

August

5–7	EEO Counseling
12–14	Supervisor's Role in EEO
19–21	Federal Women's Program Coordinator
26–28	Advanced EEO Counseling
	Upward Mobility: Career Counseling

(These courses are offered in the Washington, D.C. area; for further information, contact the EEO Training Institute, Bureau of Training, U.S. Civil Service Commission, Washington, D.C. 20415. Many of the same courses are offered at the Commission's 10 regional training centers; for information on these field offerings, contact the nearest USCSC regional office.)

OMB Encourages SSP Involvement

The Office of Management and Budget is encouraging increased Federal agency involvement in the Spanish Speaking Program (SSP) and has distributed recommendations on accomplishing this objective to Federal Executive Boards (FEBs) across the country. The recommendations were drawn up by the U.S. Civil Service Commission.

OMB will use these directives to guide FEB operations in support of the Spanish Speaking Program.

Composed of the heads of field offices of Federal executive departments and agencies; Federal Executive Boards work to strengthen the coordination and management of Government activities in the field. There are 25 FEBs, located in the country's major population centers.

The recommendations suggest a number of areas appropriate for FEB involvement with the Spanish Speaking Program. These include establishment of SSP subcommittees to FEB equal employment opportunity committees.

EEO
Spotlight

Vol. 7 No. 4 May-June 1975
UNITED STATES
CIVIL SERVICE COMMISSION
Office of the
Assistant Executive Director
Washington, D.C. 20415

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United States Civil Service Commission
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